



7HR01 Strategic Employment Relations

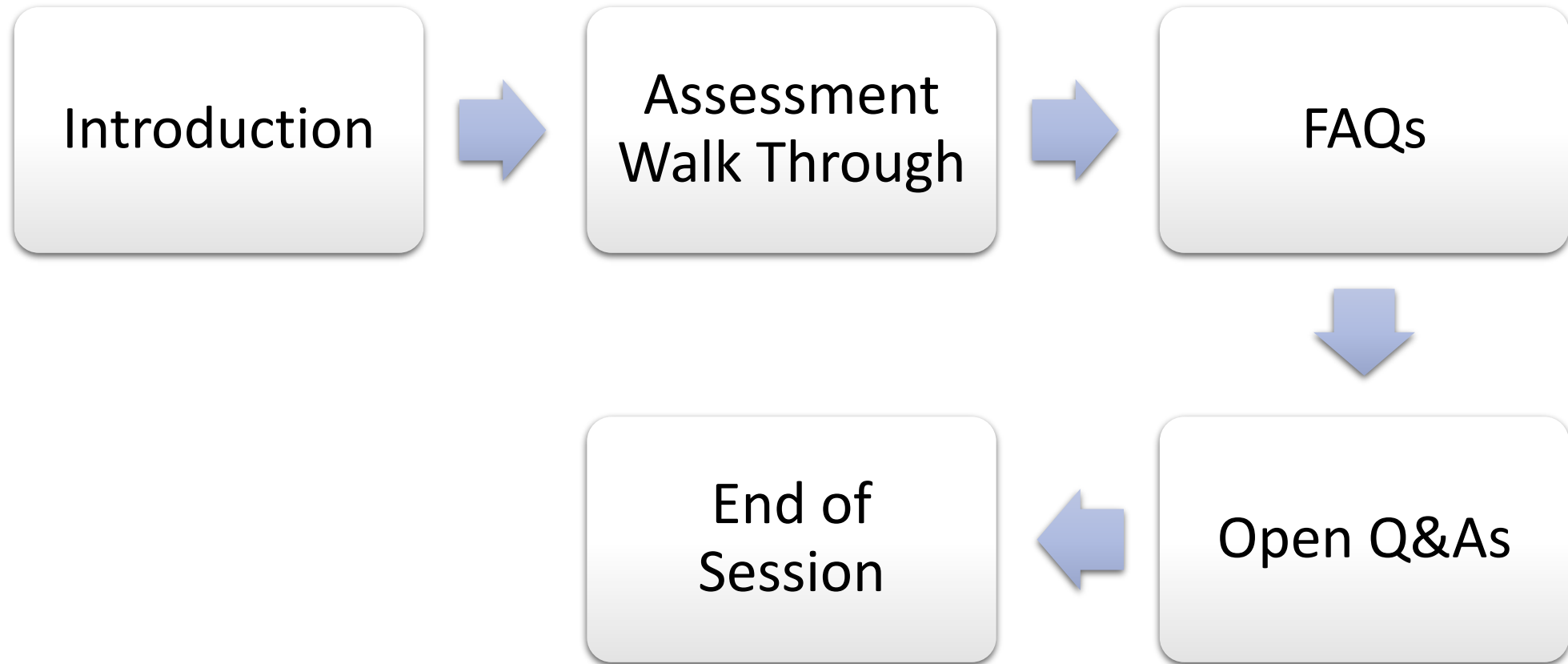
Assessment Q&A Session

Today's session

- ❖ Class hosted by Carol Margerrison
- ❖ 60 minute session to guide you through the assessment brief
- ❖ This session will be recorded for viewing later



Agenda



Assessment Overview

The assessment for this unit consists of 2 tasks:

❖ **Task 1 – A Short Journal Article**

❖ **Task 2 – A Report covering all three sections**

The word count is 1,000 words +/- 10% allowance for Task 1 and 3,000 words +/- 10% allowance for Task 2

The result will be either a Fail, Pass, Merit or Distinction

Task 1 – Short Journal Article

Task 1 – You have been commissioned to write a short journal article for a respected website in the field of employee relations, focusing on employment relations and their influence.

Task 1 relates to Learning Outcome 1

Guidance

Your journal article must include:

- ❖ A critical evaluation of the different perspectives on employment relations and how they influence the roles of people professionals
- ❖ A critical analysis of the style adopted in your own (or another organisation you are familiar with) and other organisations to identify why similarities and differences exist and if they deliver 'good employment relations

Task 1 – Short Journal Article

Guidance

A critical evaluation is necessary in order to pass this section

Areas of focus:

- ❖ Unitarist, Pluralist and Radical perspectives on employment relations
- ❖ Power, authority and managerial prerogatives in the workplace
- ❖ Influences on people professionals and their work.

Task 1 - Short Journal Article

Guidance

When conducting your critical evaluation, areas you could also look at are:

- ❖ Examples of cooperation and conflict within the employment relationship in different organisational contexts.
- ❖ Evaluating employer strategies towards trade unions and whether they are fit for purpose.
- ❖ Review ways in which people professionals can foster positive employment relations at work.

Task 2 – Report

Task 2 – An organisation’s employment relations strategy comprises a range of influences from outside the organisation such as long-term and short-term competitive pressures, globalisation, and institutions such as the CIPD. Other influences include employers’ organisations, and Acas, as well as by internal forces such as its culture, mission and vision. **Task 2 relates to Learning Outcome 2, 3 and 4**

- ❖ This is a report going to a Director, so you need to ensure that it is laid out professionally and includes a wide range of research, analysis and original thinking.
- ❖ It is important you use your word count carefully and ensure your answers follow the assessment principles laid out on page 3 of the assessment brief.
- ❖ The report is broken down into 3 sections, you must cover all bullet points in each section.

Task 2 - Report

Section 1

- ❖ Review the practice of employment relations at organisation level, including how it is being shaped by short-term competitive pressures.
- ❖ Analyse the changing nature of work in different parts of the economy

Guidance

Areas of focus:

- ❖ Labour market and product market pressures
- ❖ Political developments; shaping organisation strategy, culture and employment relations.
- ❖ The growth of precarious work across the economy
- ❖ Zero-hours contracts

Task 2 - Report

Section 2

- ❖ Review evidence of external sources of advice that contribute to people management decisions, including which forms of voice are appropriate for different types of organisation.
- ❖ Critically analyse how different forms of informal and direct voice could contribute to improved levels of organisational performance and employee outcomes

Guidance

Areas of focus:

- ❖ CIPD, the TUC, the IPA and Engage for Success
- ❖ Academic research and policy advice
- ❖ Informal voice on a daily basis between line managers and their teams

Task 2 - Report

Section 3

- ❖ Critically analyse the role of collective bargaining in determining pay and other contractual issues in organisations.
- ❖ Assess the impact of negotiations between employers and employee associations/trade unions aimed at problem resolution.

Guidance

Areas of focus:

- ❖ The role of collective bargaining, purposes and outcomes
- ❖ The nature and extent of collective bargaining in different sectors
- ❖ The dynamics of negotiation
- ❖ Mediation, arbitration and conciliation

FAQs

- ❖ **Q1: Do I need to layout my short journal article like an official publication?**
- ❖ No. We are more focused on the contents within the short journal rather than the visual layout.



FAQs

- ❖ **Q2: I am seeing the word “Critically” a lot in the task descriptions. What does this mean?**
- ❖ If you look at something critically, you are making an assessment on it and focusing on its positives and negatives. Essentially, you are looking at both sides of the argument and presenting that argument.



FAQs

- ❖ **Q3: Do I have a draft facility available for this specialist unit?**
- ❖ Yes, although please be aware the draft guidance for specialist units is different from core units. This is because you are being assessed in a different way than the core units.
- ❖ You can submit **up to 500 words from any part of the assessment for review.**



Open Q&As

Ask your question in the chat box...



End of session

- ❖ If you have any **academic** questions throughout this assessment, do not hesitate to get in touch by clicking on **Contact Your Tutor** within the **Connect and Communicate** section of your course.
- ❖ Thank you for attending

